

EXHIBIT 2486

**to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

Part 3 of 3

24hr

Adobe Employee Strategic Objectives

Recognized as a dynamic and agile global organization with exceptional employees who are rewarded based on their embodiment of our values and their contribution to success of the business.

Core Values

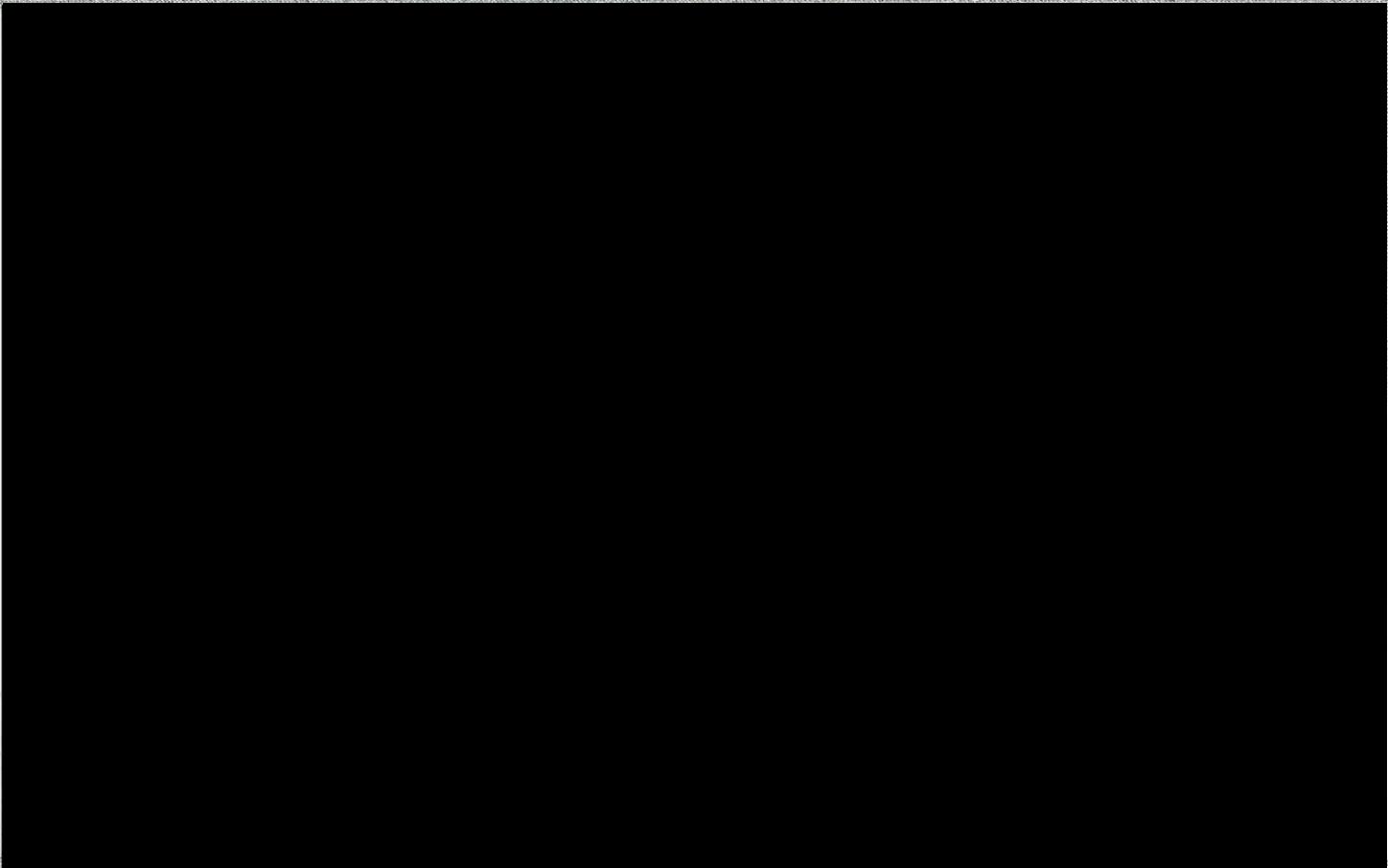
Talent
Management

Total Rewards

Organizational
Growth and
Development

Performance Management

HR Strategic Imperatives and Success Attributes



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Key Workforce Trends

Trends

Organizational Shifts

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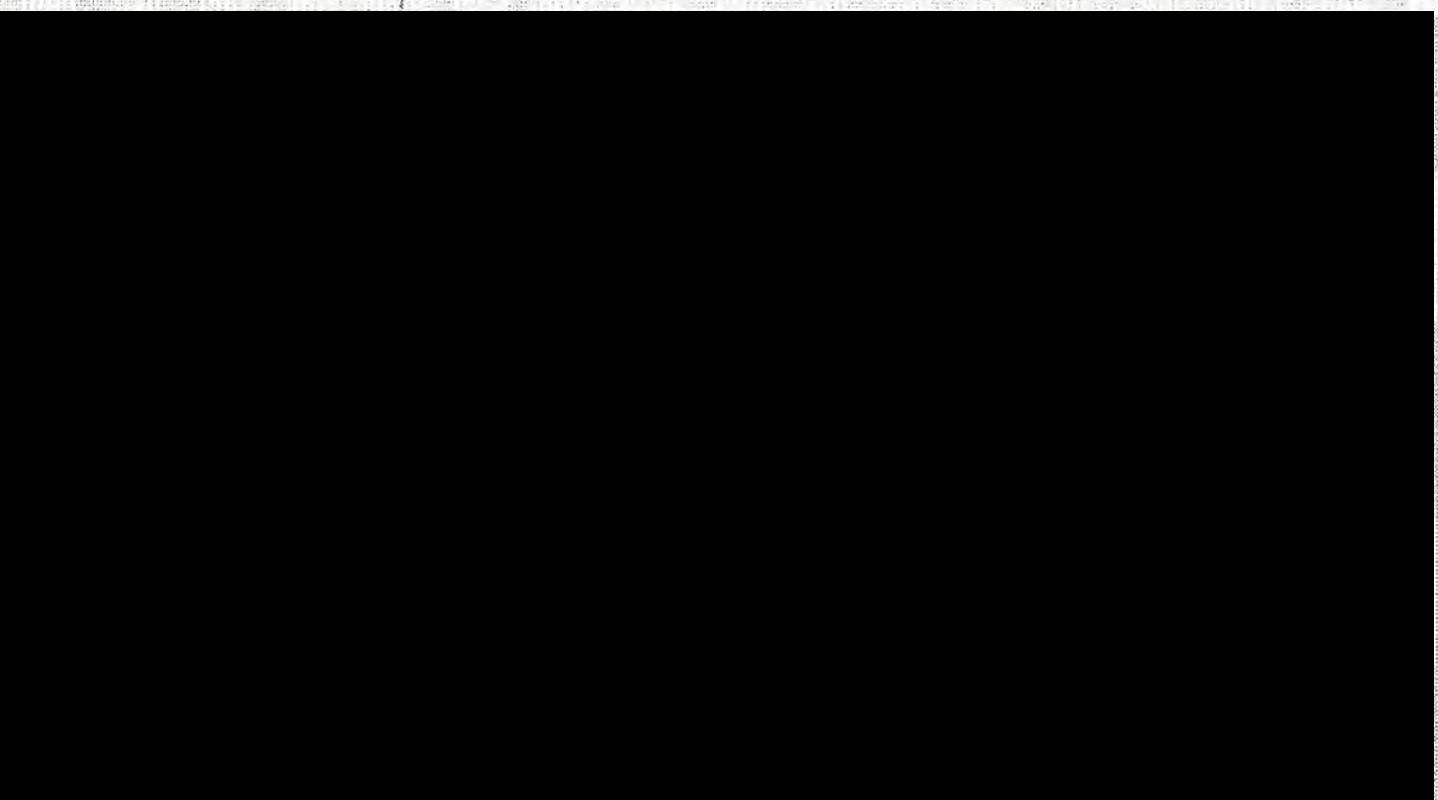
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Key Shifts by Strategic Priority

Strategic Priority

Key Shifts



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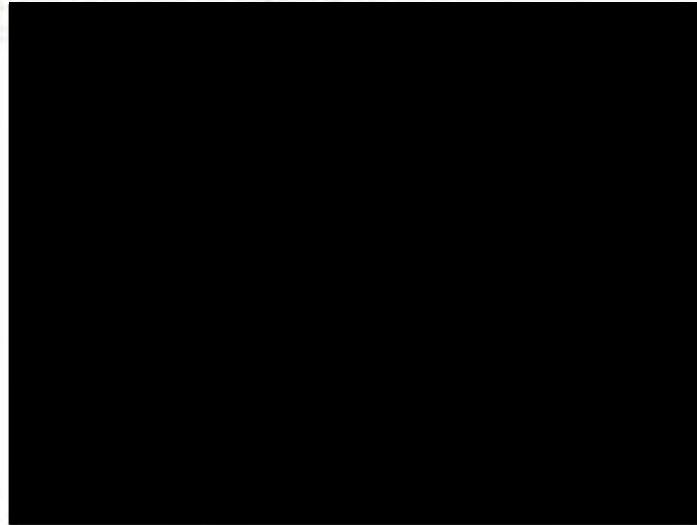
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Talent Acquisition Philosophy



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Talent Acquisition Strategic Success

Current



Future



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Performance Management Philosophy



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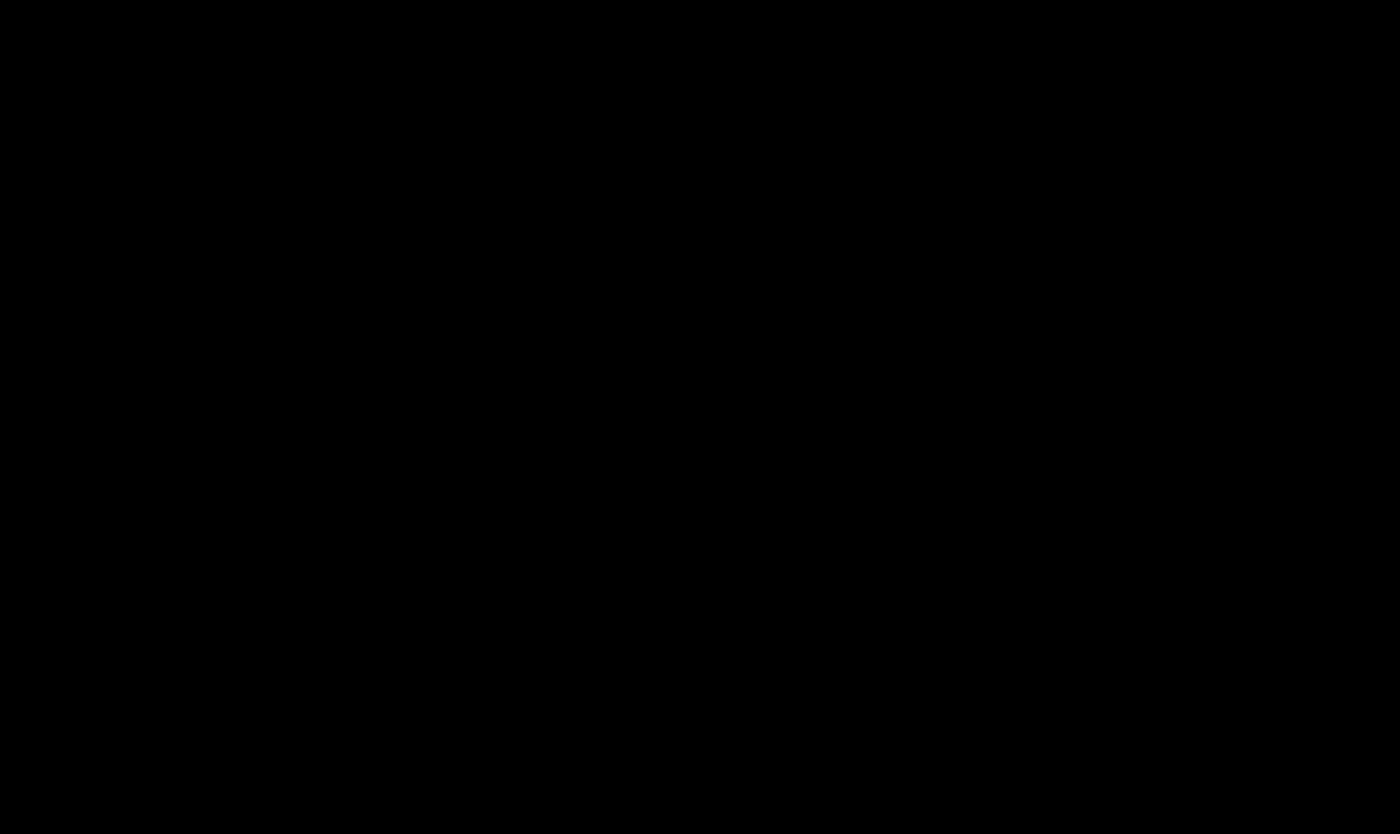
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Performance Management Strategic Success

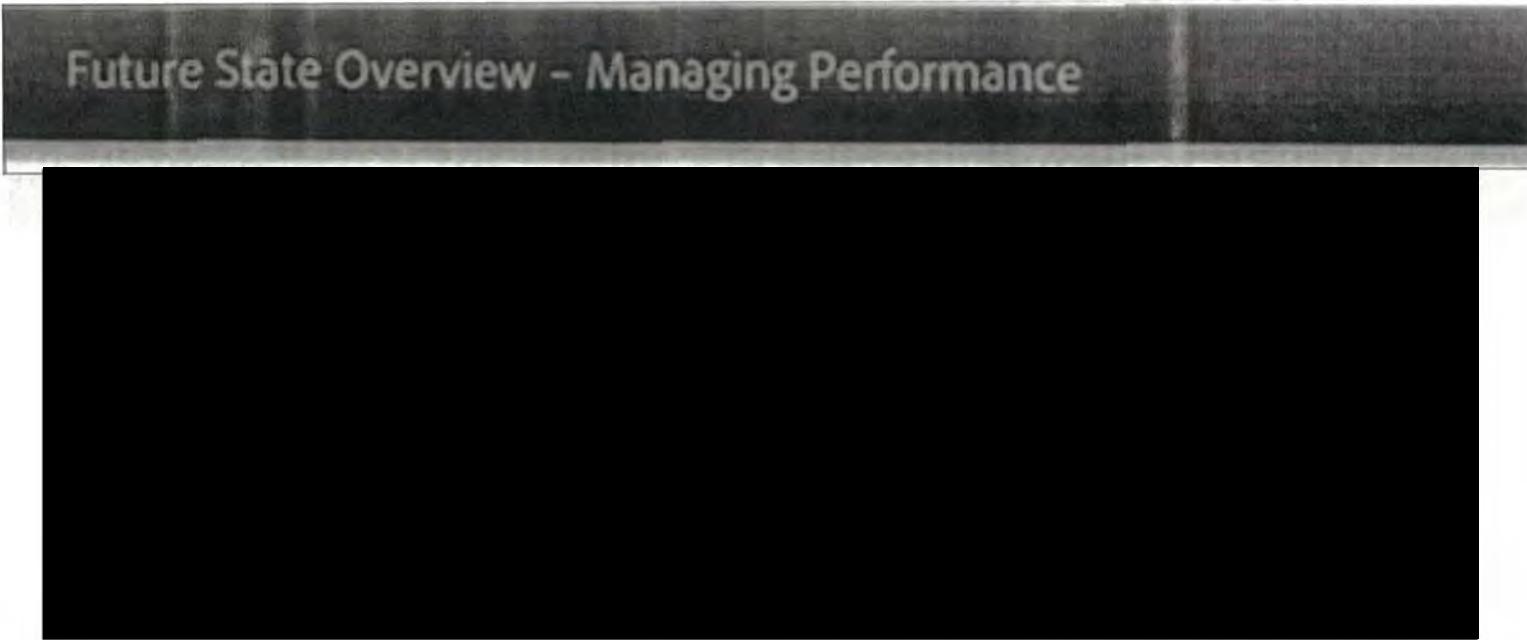


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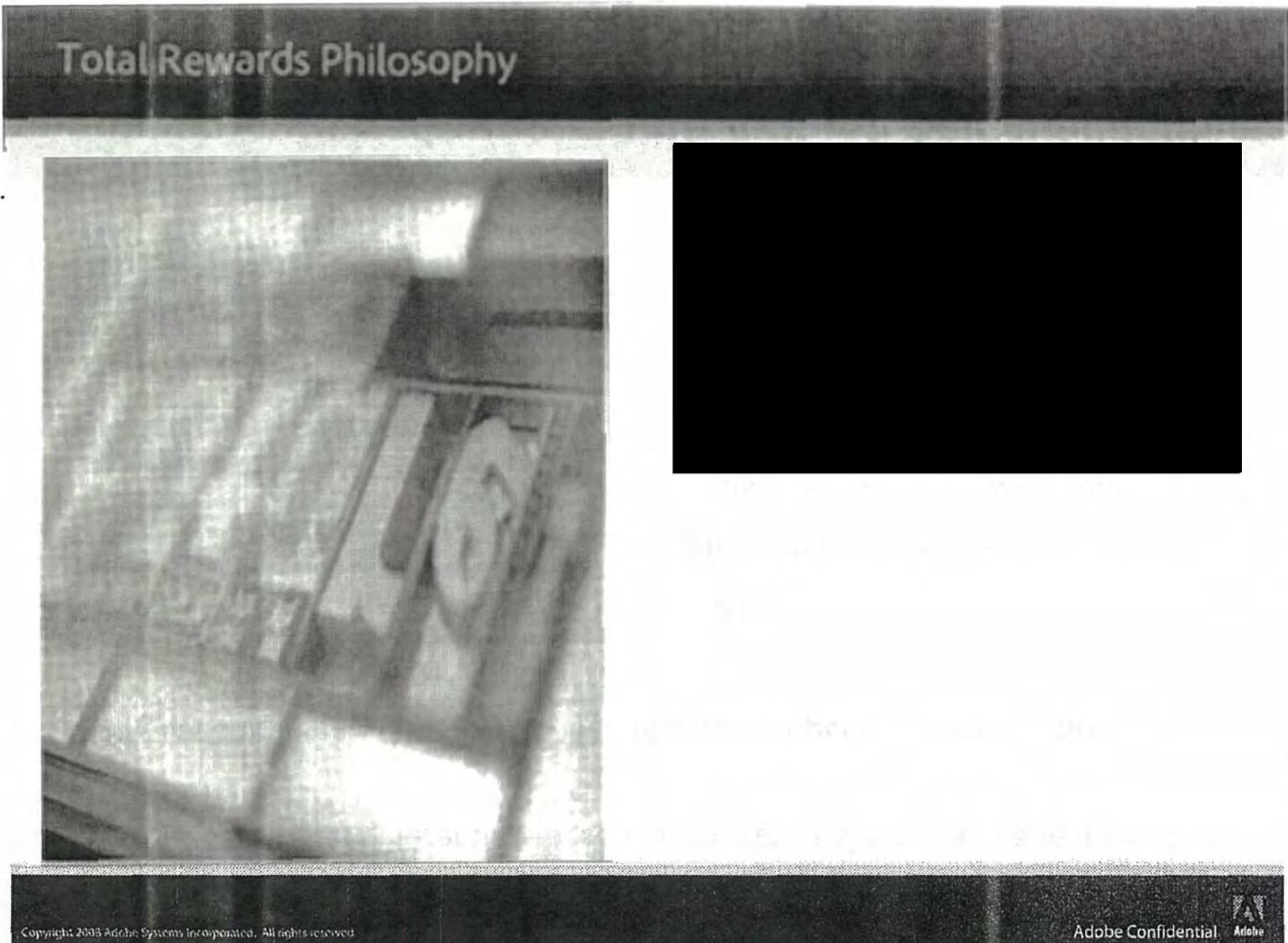
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Total Rewards Strategic Success

Current

Future

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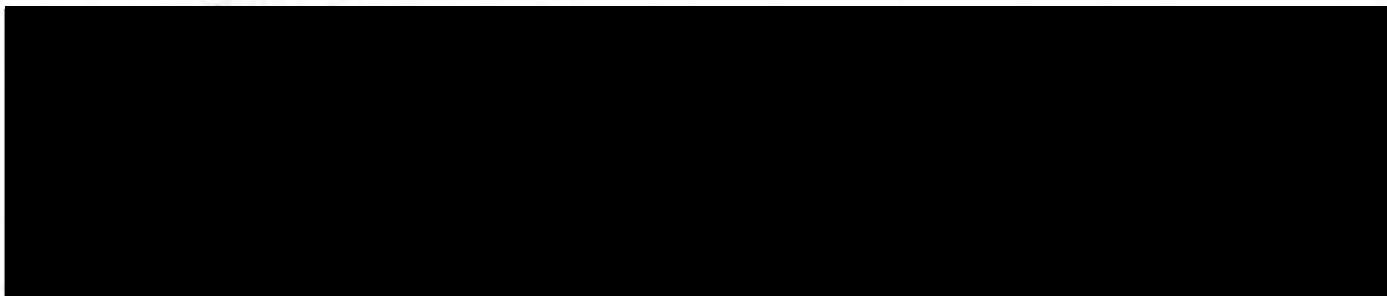


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Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



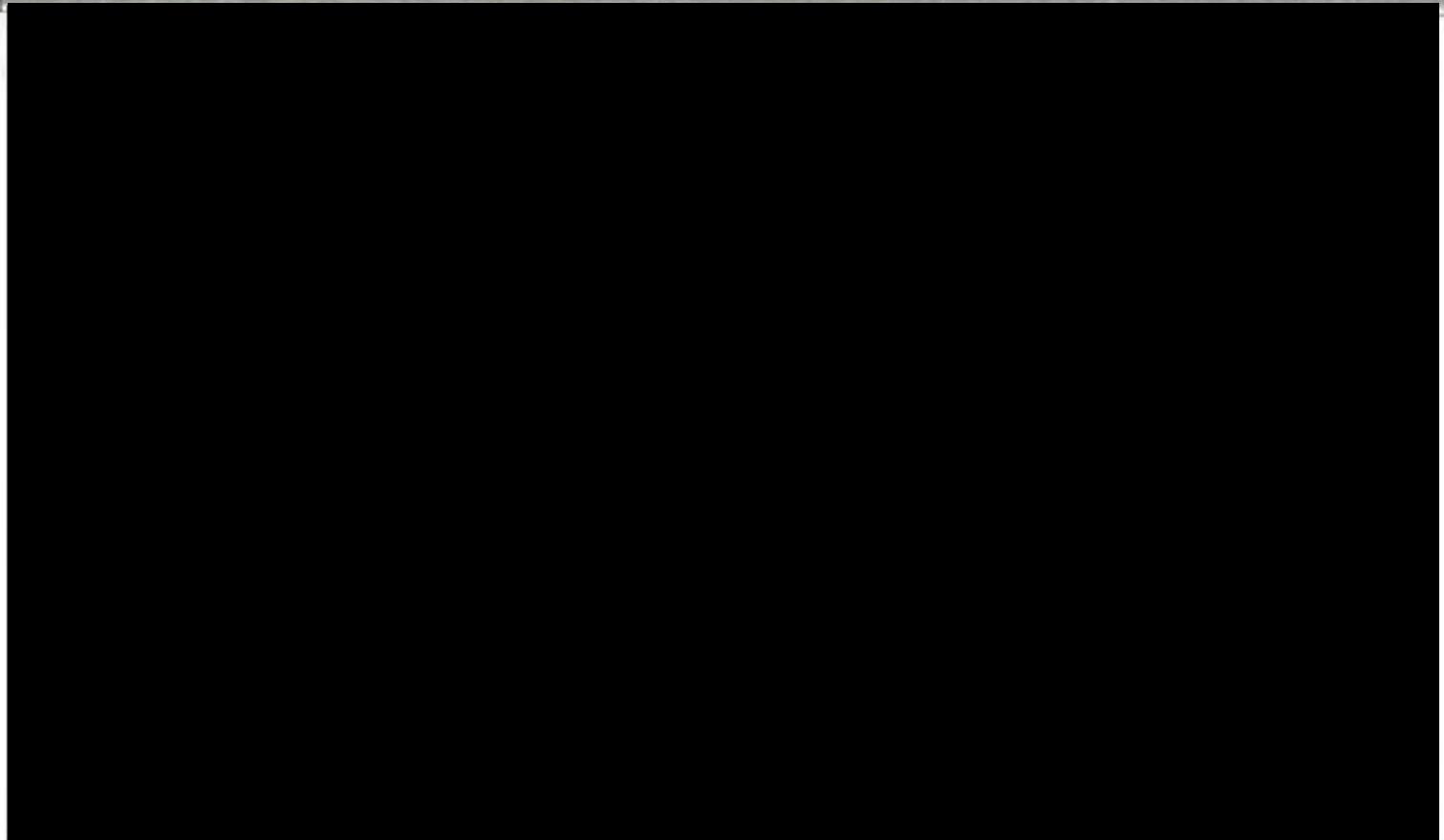
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Future State Overview - Aligning Pay to Performance



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Organizational Growth and Development Philosophy



Growing our key talent to provide the internal pipeline for tomorrow

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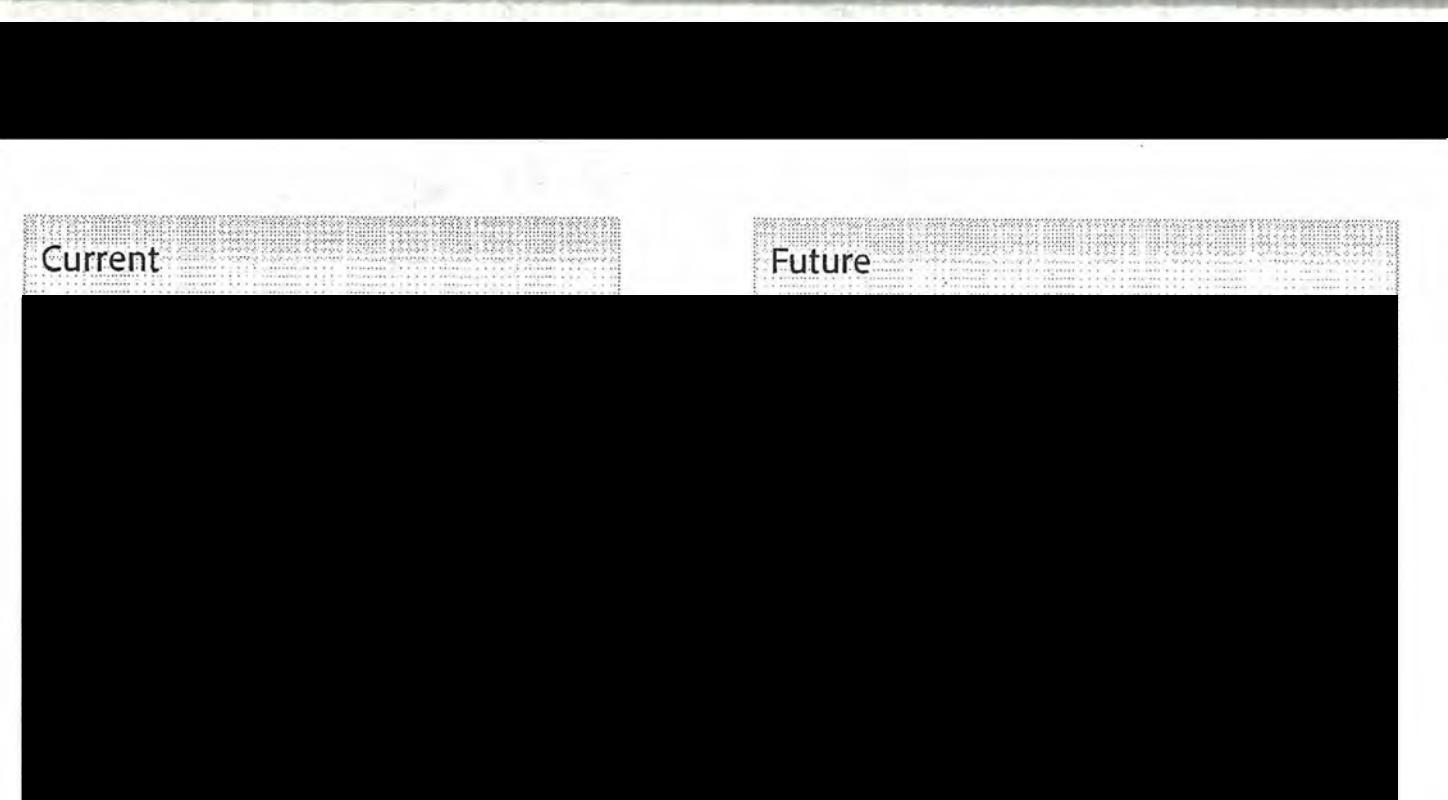


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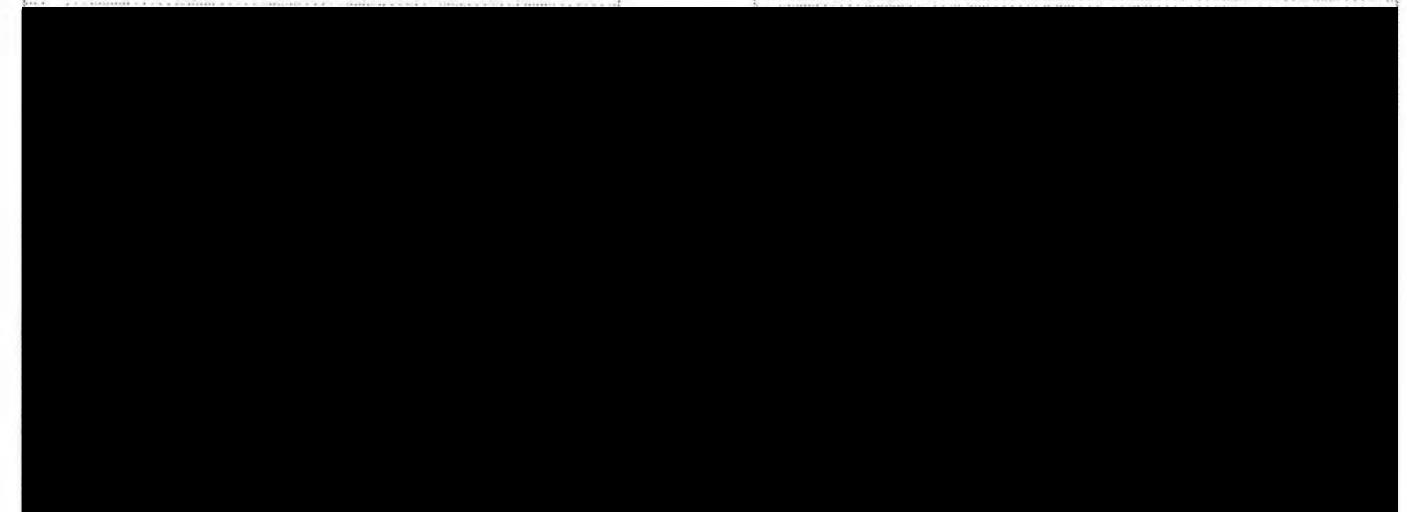
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Organizational Growth and Development Strategic Success

Current



Future



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HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

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Future State Overview - HR Operations

- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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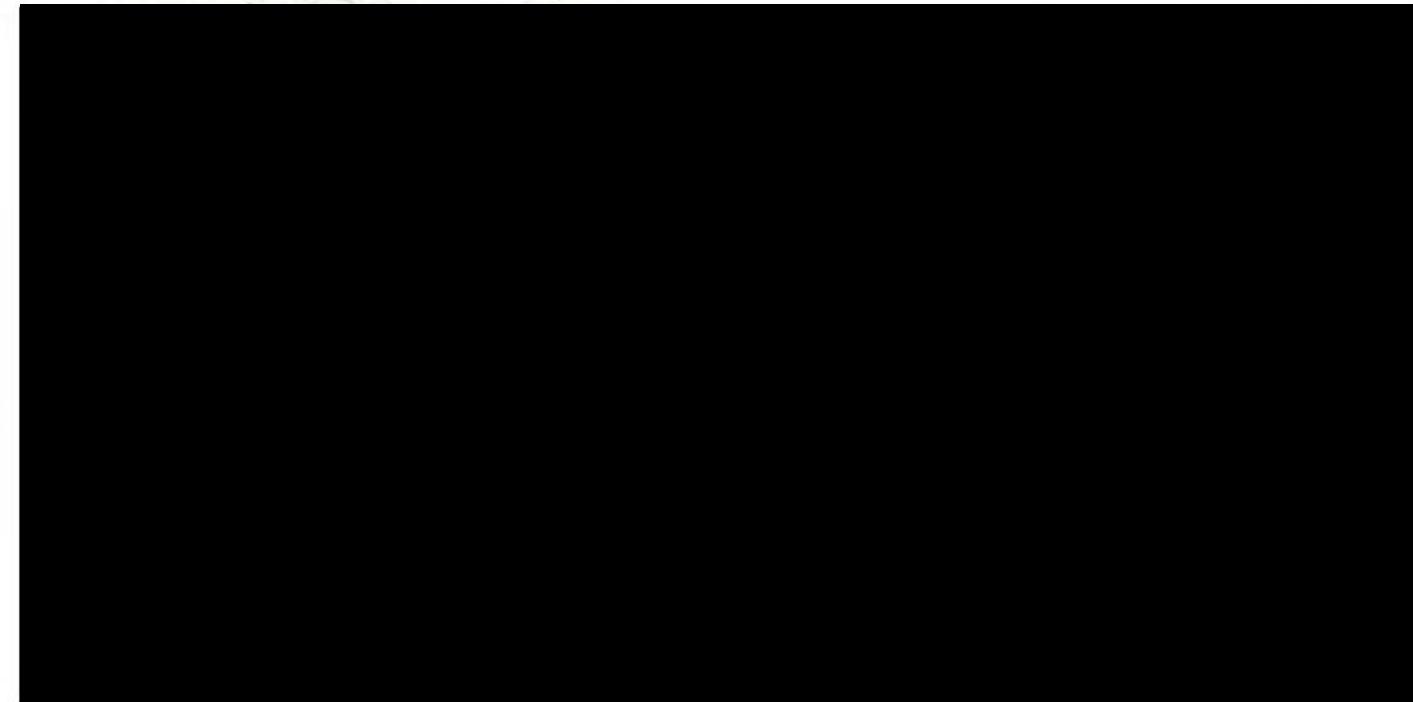
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Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets
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2009 - 2013 Strategic Objectives, Measures and Metrics

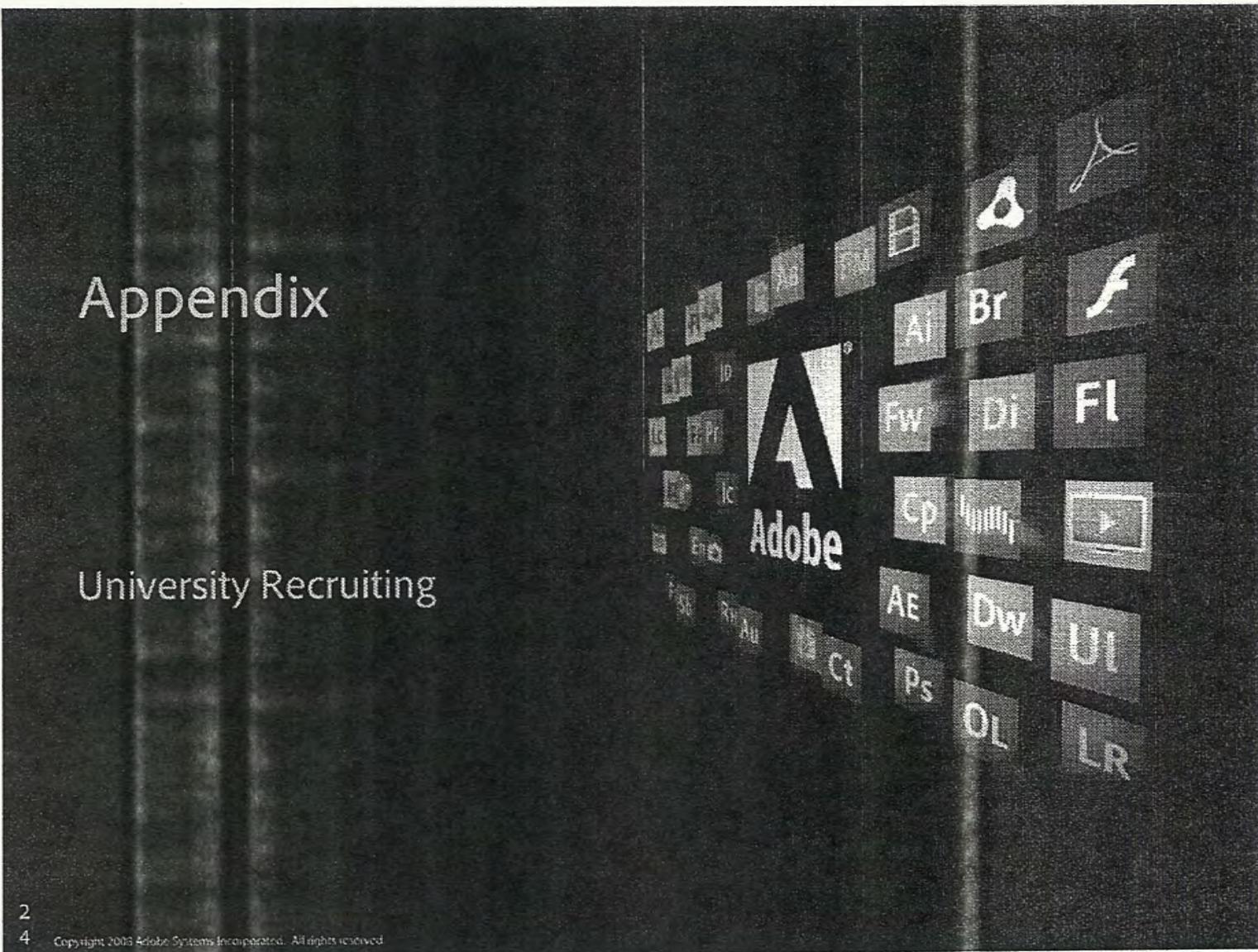
Success Metric	Measurements	2009 Targets	2013 Targets
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Performance Management Engagement Survey Measurement

- Increase YOY engagement survey metrics related to performance management:

Focus	FY 2009	FY 2010 Target
[Redacted]	[Redacted]	[Redacted]

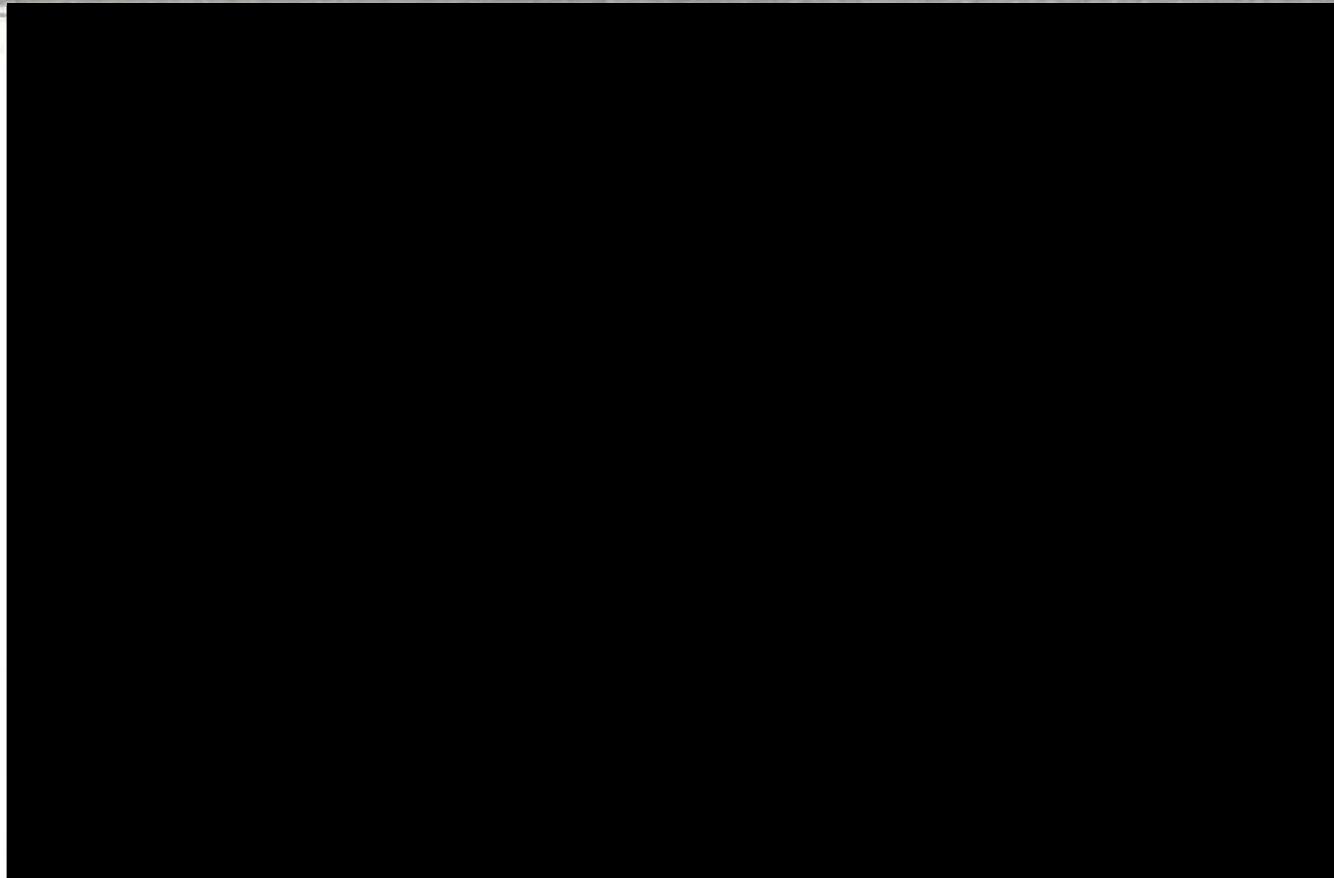


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University Recruiting Operating Plan: Key Shifts



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University Recruiting: 3 Year Roadmap

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University Recruiting KPIs

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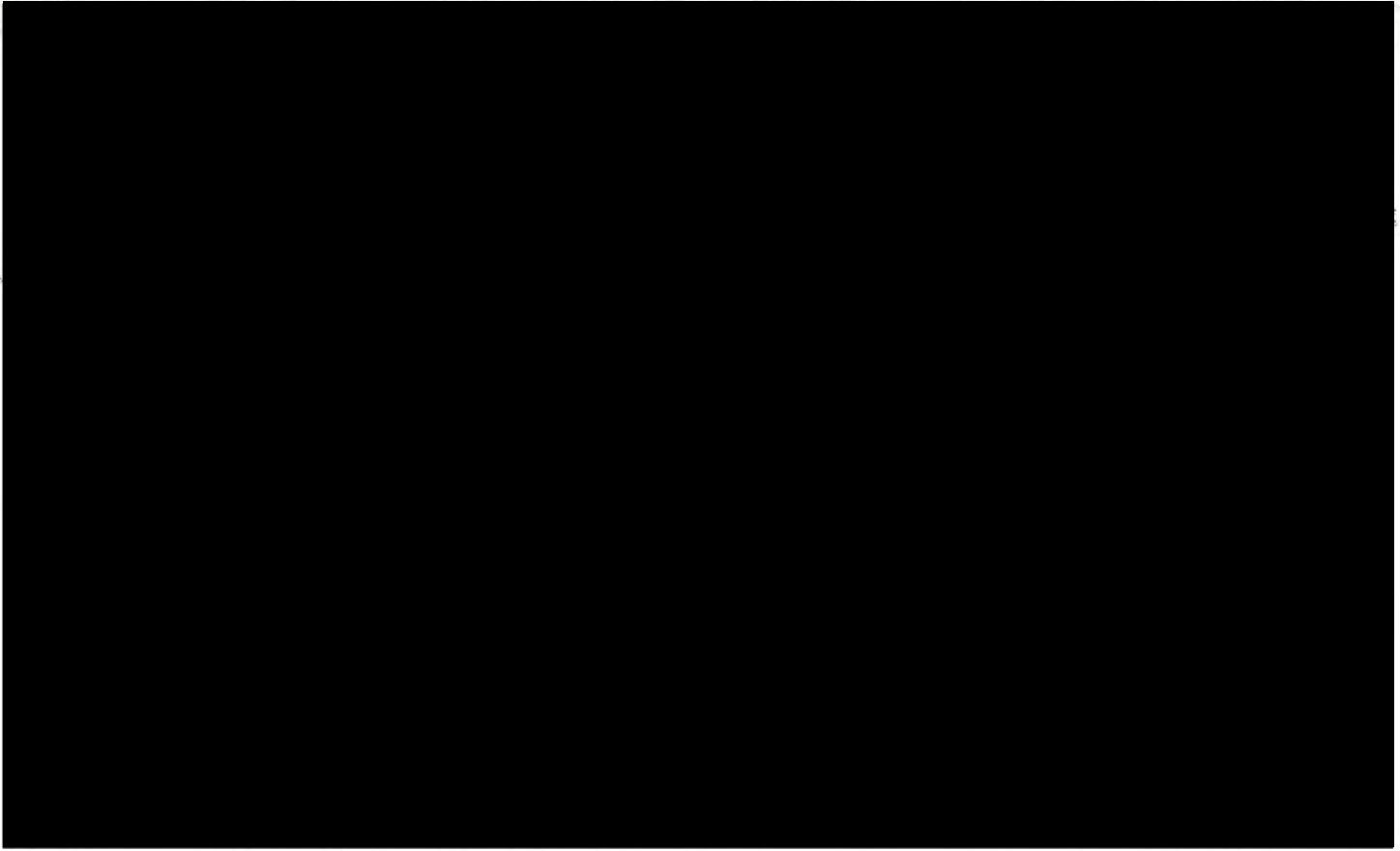
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University Recruiting: FY10 Targeted Universities

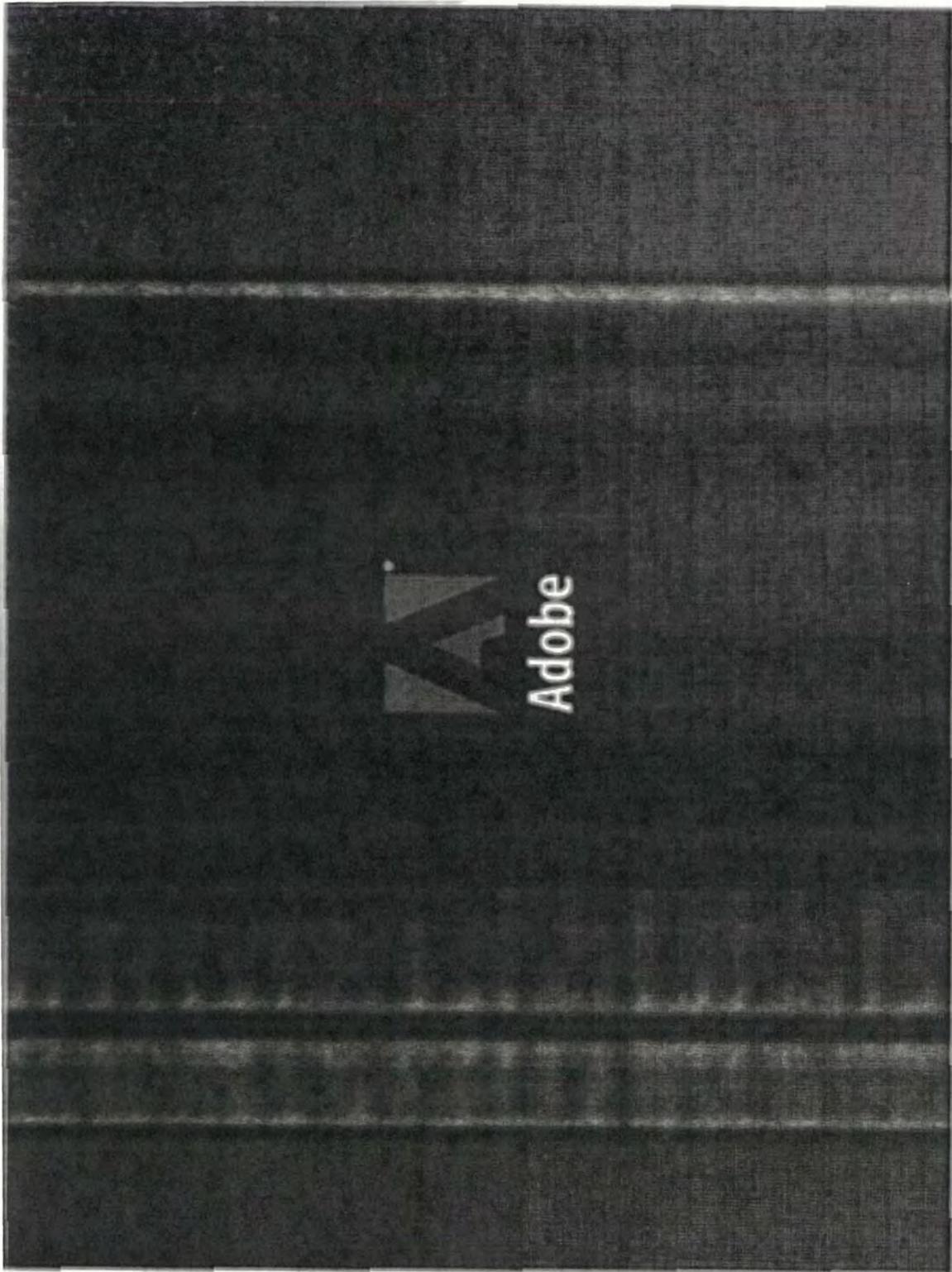


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